Corpus Christi Army Depot's Successor Program

High School and College Student Career Experience Program (SCEP)

Corpus Christi Army Depot Then and Now

- **Concern (Then)**
  - FY 00
    - CCAD's Average Age was 50.5.
    - Majority of workforce eligible for retirement.
    - Immense amount of talent and expertise lost and not being passed on to remaining workforce
- **Changes**
  - Conducted needs assessment;
  - analyzed current/future workload/workforce demands;
  - identified appropriate occupations, competency requirements, and hiring strategy;
  - established a relationship with our best sources of applicants; and
  - identified an Agency POC to administer the program

Corpus Christi Army Depot Then and Now *(cont'd)*

- **Progress (Now)**
  - FY04
    - CCAD's Average Age is 48.7.
    - Talent and expertise is being retained by passing it on to successor workforce through training.
    - Del Mar College provides the academics and CCAD provides the training.

Partnership

- **FY 00**
  - CCAD partnered with Del Mar College and the Flour Bluff Independent School District (ISD) for a 1-year Pilot Program in 2001
- **FY 02**
  - The program was so well accepted by managers and employees CCAD expanded the partnership to include the Corpus Christi ISD and the West OSO ISD – the Partnership Agreement (i.e., Memorandum of Agreement) is provided as a Handout

Partnership
(cont'd)

- **Program provides students with**
  - Opportunity to earn money,
  - Continuing education,
  - Opportunity to train with people who manage day-to-day Government operations,
  - Introduces them to the advantages and challenges of Governmental work; and
  - Combines their academic study with on-the-job experience

Corpus Christi Army Depot's Successor Program

High School Student Career Experience Program (SCEP)

Student Career Experience Program (SCEP)

- **Eligibility Requirements:**
  - U. S. Citizen
  - At least 16 years of age by 1st day of work
  - Minimum of “B” average in Math and English
  - Maintain an overall G.P.A. of 2.5 or above for the duration of the program
  - Pass exam acceptable for entry into college level program
  - Letter of Recommendation from a school official
  - All students and their parent/guardian must sign a “Statement of Understanding”

Employment

- Monday thru Thursday, 8:00 a.m. – 11:00 a.m.
  (15 hours per week)
- Excepted Service Appointment (Schedule B)
- Student Trainee, WG-8801-01, $10.55 per hour (eligible for within grade increases)
- Earn Annual and Sick Leave
  (Prorated based on number of hrs. worked per pay period)
- Eligible for Health/Life Insurance and Thrift Savings Plan

Statistics

- August 2001 Pilot Program with Flour Bluff Independent School District (SD)
- August 2002 Program expanded to include students from the Corpus Christi and West Oso ISD
- May 2003, 1st group of graduates – 9 Students enrolled at Del Mar College; anticipate graduation with Associates Degree Dec 2004
- Currently enrolled – 16 Juniors and 9 Seniors
- 20 Students to be recruited for 2004/2005 school year

Corpus Christi Army Depot's Successor Program

College Student Career Experience Program (SCEP)

Student Career Experience Program (SCEP)

- **Eligibility Requirements:**
  - U. S. Citizen
  - At least 16 years of age by 1st day of work
  - Successfully completed at least 6 semester hours at an accredited institution
  - G.P.A. of 2.5 or above when registering for the SCEP and continue to maintain until graduation from the program
  - Pass exam acceptable to college for entry into the Associates Degree Airframe Applied Technology
  - Letter of Recommendation from a school official

Employment

- Monday thru Thursday, 6:00 a.m. 0 2:30 p.m. (32 hrs per wk)
- Excepted Service Appointment (Schedule B)
- Student Trainee, WG-8801-04, $14.35 per hour (eligible for Within Grade Increases
- Earn Annual and Sick Leave (prorated based on number of hrs worked per pay period
- Eligible for Health/Life Insurance and Thrift Savings Plan
- Six months after appointment eligible to be promoted to Helper, WG-8801-05, $15.59 per hour

Statistics

- 4 Electrical Engineering Student Trainees
- 46 Enrolled in Airframe Applied Technology
  - 35 Associates Degree Graduates
    - 21 Graduates now Journeymen
- 16 Enrolled in Machinist/NDT/Metallizing
  - 30 Certified Graduates
    - 13 Graduates now Journeymen

HANDOUTS

- Partnership Agreement (i.e., Memorandum of Agreement)
- Student Job Opportunity Announcement